

#### **Next Steps**

- HR Operating Plan for 2009 to be developed
  - Building plans specific to areas of focus
  - Determine priorities and trade-off decisions
  - Each HR leader will share more



# Doug Mack Photoshop Express

### Service Awards for Q4

Joanne Pires

San Jose

5 years

Anne Storer

San Jose

10 years

Karen Prince

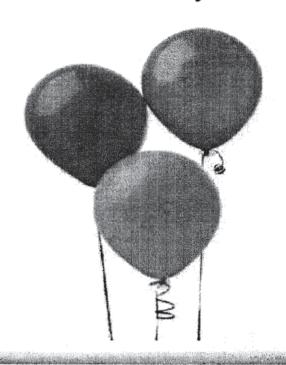
San Jose

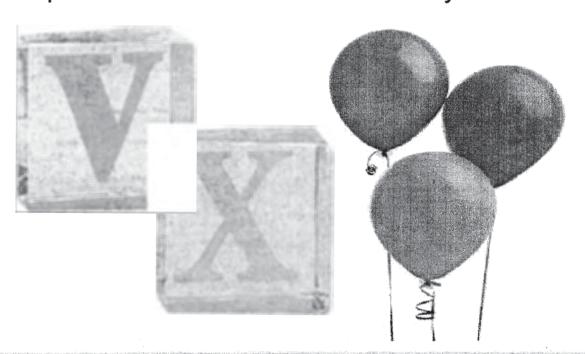
10 years

Rosemary Arriada-Keiper

San Jose

10 years





## For outstanding teamwork on Leading the Global Engagement:

Melissa Daimler

Laura Mills

Lisa America

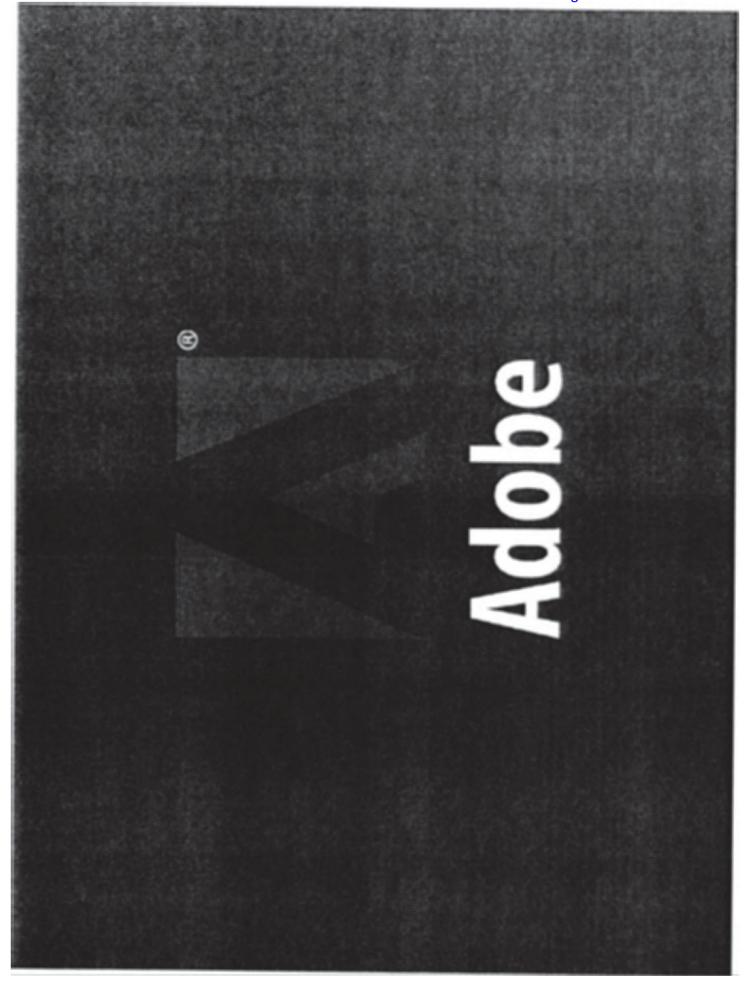


### Global Engagement Survey Team - Special Thanks!

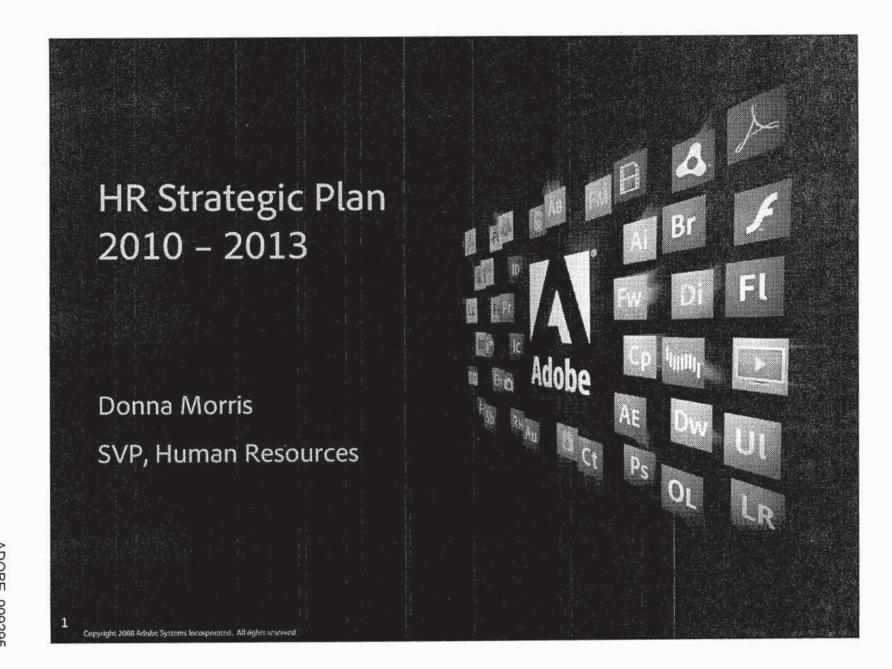
- Jack Gilmore
- Rajesh Rai
- Karen Prince
- Nancy Fontes
- Michelle Smith

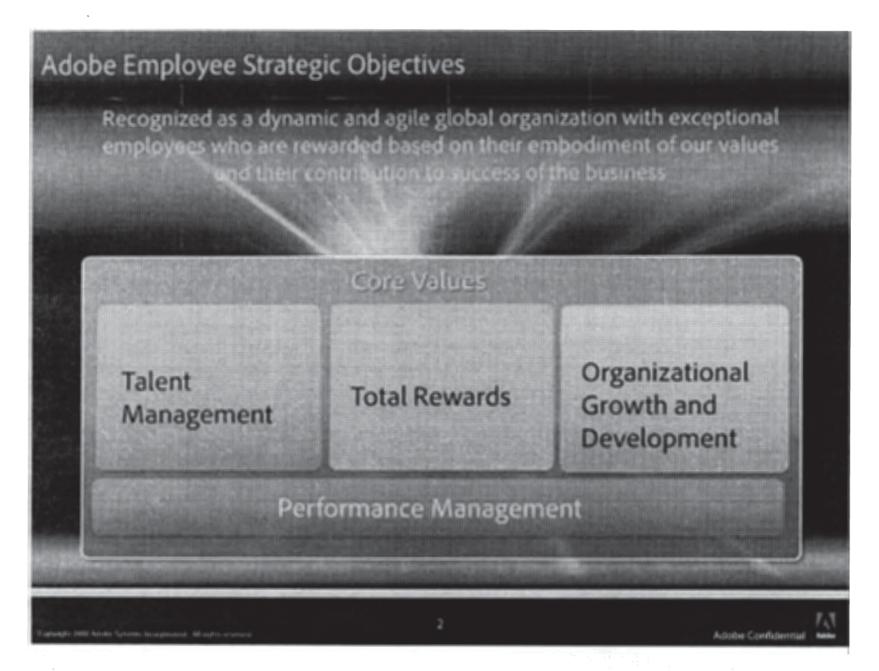
- Chris Veilleux
- Barbara Dawson
- Angela Volfer
- Jocelyn Vosburgh
- Guy Worrell





### EXHIBIT 5





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### HR Strategic Imperatives and Success Attributes

Strategic Imperative **Key Success Attributes** Focus Area Copyright 2008 Adnibe Systems incorporated. All rights reserved. Adobe Confidential Adobe

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| Key Workforce Trends |                       |  |
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